

# United States Senate

WASHINGTON, DC 20510

January 29, 2003

President George W. Bush  
The White House  
1600 Pennsylvania Avenue, N.W.  
Washington, DC 20500

Dear Mr. President:

I am writing to urge you to provide Federal employees with an equitable pay raise in Fiscal Year 2004.

On January 28, 2003, during the State of the Union address, you informed Congress that you would be increasing the budget by 4 percent for Fiscal Year 2004. You stated that 4 percent is "as much as the average family's income is expected to grow. And that is a good benchmark for us: Federal spending should not rise any faster than the paychecks of American families."


If Federal spending should not rise more than the paychecks of American families, certainly Federal employees, who have families of their own, should not get a lower pay raise for the important work they do on behalf of their country. It has been reported that your budget will include a 2% pay raise for Federal civilian employees. I would urge you to reconsider this figure, and give our dedicated public servants a pay raise that is commensurate with that of other American families.

You also noted in your State of the Union message that the "government is taking unprecedented measures to protect our people and defend our homeland." Federal civilian employees have been at the forefront of that unprecedented effort, and have demonstrated a continued commitment to their crucial role of protecting our Nation. It is my strong view that these Federal employees, many of whom are employees of the new Department of Homeland Security, deserve to be recognized for their work on the front lines

during this national emergency and granted a pay raise on par with that of other American families, and with military personnel.

I again urge you to acknowledge the hard work and dedication of our Nation's Federal employees as you craft your budget, and include an equitable pay raise for Federal civilian employees.

Sincerely,

A handwritten signature in black ink, reading "Paul Sarbanes". The signature is fluid and cursive, with a long horizontal line extending from the end of the name.

Paul S. Sarbanes  
United States Senator